

Annual Meeting of  
*Spirit of Grace*

a Cooperative Church of  
the Evangelical Lutheran Church in America  
and The United Methodist Church

**1140 Tucker Road  
Hood River, Oregon  
Sunday 22 January 2017**



**Evangelical Lutheran Church in America**

God's work. Our hands.

Open hearts. Open minds. Open doors.

**The people of The United Methodist Church™**



# *Spirit of Grace*

ELCA UMC  
Annual Meeting  
Sunday 22 January 2017

## Agenda

### OPENING PRAYER

### ELECTION OF OFFICERS

In accordance with our constitution, the Nominating and Leadership Committee is presenting a slate of nominees for the elected offices of the church. Other nominations may be made from the floor or simply written in on the ballot. Elections are effective at the close of this meeting.

### REPORTS

Pastor's Report  
Board Chair's Report  
Message from Bishop Dave Brauer-Rieke  
Ministry Team Reports  
Budget & Financial Report  
Pastor's Salary & Benefits  
Additional Reports and Documentation

### CLOSING PRAYER

# Nominations 2017

Names in *italics* indicate people who are ending a term or leaving service.

Names in **bold** indicate nominations from the Nominating and Leadership Committee which require a vote at the 2017 Annual Meeting.

## Board of Directors

*Debby Chenoweth (2016)*

*Rick McBee (2016)*

Jim Anderson (2017)

Donna Fitch (2017)

Pat Pettit (2018)

Alden Gendreau (2018)

Pastor David King, *ex officio*

**Michele Sibley** (2019)

**Bob White** (2019)

## Standing Committees

### Staff Parish Relations Committee

*Gigi Siekkinen (2016)*

*George Bentz (2016)*

*Rick McBee, board liaison*

Doug Swanson (2017)

Cindy Murahashi (2017)

**George Bentz** (2018, second term)

**Kristin Marcroft** (2018)

### Finance Committee

Muriel Ishizaka, treasurer

Jennifer Fowler, financial secretary

Tom Hart, payroll

David King, pastor

[vacant], board liaison (to be selected by the board from among their members)

*Jean Sheppard (2016)*

\*Jim Siekkinen (2018)

**Vicki Wartalski** (2019)

## Representatives

Oregon Synod Assembly **Michele Sibley**

**Tyler Sibley**

Oregon-Idaho Annual Conference

**Michele Sibley**

## **Ministry Team Leaders**

Building	Rick McBee
Outreach	Debby Chenoweth
Traditional Worship	Vicki Wartalski
Celebration Worship	Linda Boris
Women's Ministry	Kris White
Children and Youth Ministry	Melissa Mimier King
Reception Ministry	Jill McBee
	Pat Crompton



# *Spirit of Grace*

ELCA UMC

1140 Tucker Road  
Hood River, Oregon, 97031  
541-386-3993  
hoodriverchurch.com

January 2, 2017

Dear Friends,

It has been a significant year in the life of this congregation. This is the year that we officially became one church. I know it was a long and sometimes bumpy road, and I am thankful to all of you for sticking with it and finding grace. I truly believe this congregation is stronger because it draws on both Lutheran and Methodist traditions, and I think God has a special purpose in bringing this group of people together in ministry in this place.

This is also the year that we adopted the name Spirit of Grace. It is a wonderful expression of our distinct Methodist and Lutheran traditions, which both put such an emphasis on God's grace which calls, redeems, and empowers us all. Luther preached salvation through God's grace alone (*sola gratia*) apart from any works. And Wesley taught how God's grace is expressed before we accept it, to woo us (prevenient grace); as we accept it, to redeem us (justifying grace); and after we accept it, to perfect us in love (sanctifying grace). The name also has a sense of motion, a sense that God is not done with us yet, a sense that God continues to call us forward.

And that is what I would like to spend this next year discerning. Now that we are one church, now that we have a name, now that the FISH building is finished, now as we are beginning a new political administration, what and where is God calling us to be and do? We certainly are doing important ministry, but I think it is time now to get some clarity on where our mission focus is. I will be asking the new Board of Directors to formulate a strategy for discerning our mission focus for the near future. And I am asking all of us to take time in prayer to ask God where we are being called to focus our missional energy in the next five years. Together, we can listen for, hear, and answer God's call.

Your servant in Christ,

Rev. David D. M. King  
Pastor

## Report from Spirit of Grace Board

In 2016 our unique and creative congregation has continued to thrive and grow in many ways. In April and May we worked together to start discerning who we are and what God is calling us to be and do. The process of resolving our name, Spirit of Grace, was a positive and rewarding experience facilitated by Jam Wierma from the Oregon Synod office. The outward signs of the success of our blending are the new sign out front and the relocation of the bell by the front door. The less visible but even more important signs of our spiritual growth are the many ways we grow in study, worship and mission. We support local, national and international missions such as disaster relief for flooding in the south, school supplies for Parkdale Elementary, ongoing support for FISH, the Warming Shelter, voucher program, and the fight to eradicate malaria. Our advent study, the Lenten study on Islam, and the small group study on Compassion in Practice are important ways to grow individually as Christians in this world. Our traditional and celebration worship services provide opportunity for people to worship in a manner they feel most comfortable. Our congregation is blessed to have Pastor David, and his newly expanded family, as a part of our church family.

We now have our administrative work of forming and naming behind us. This year is the 500<sup>th</sup> anniversary of the Reformation. How will we move forward in the spirit of the reformation to be and do what God is calling us to be in our community and in the world?

It has been an honor to serve the congregation as chair of the board for the last two years. I cannot name all the individuals who work tirelessly every day to support our church but I am grateful to every one of you! As our new board members takeover leadership I hope you will join me in praying for them, our pastor, and for our congregation.

Debby Chenoweth

## A Word from the Bishop – 2017

**T**his coming year, 2017, marks the 500<sup>th</sup> Anniversary of the Lutheran Reformation. January, as you meet for your annual meeting, is also likely to be a month of continued political turmoil as we inaugurate a new president.



This is our context. We minister in interesting and expectant times!

Our church has a 78-year history of formal refugee resettlement and relocation work through Lutheran Immigration and Refugee Services (LIRS). In 1945, immediately following WWII, American Lutherans formed a government advocacy ministry which today is known as the Lutheran Office of Governmental Affairs - LOGA. Through LOGA American Lutherans have under our belt 72 years of advocating for individual and family rights and benefits. And, for over 150 years, Lutheran hospitals have served the sick, counseling centers have worked with families, and adoption agencies have striven for the wellbeing and safety of children. Lutheran Services of America (LSA), an umbrella network for these institutions, now touches one in every 50 American lives. We give thanks for the many ways we are able to serve.

This coming year will call us from many directions to focus and refine our ministry as Lutheran Christians.

- Living in a world of the “spiritual but not religious” we seek relevant language and connections for vital ministry.
- With a large number of Oregon Synod congregations feeling the pinch of increasing ministry costs and declining member contributions, we wonder about sustainability.
- And, with new initiatives on the political horizon, we are likely to have basic Lutheran convictions and work (such as those mentioned above) challenged.

The blessing here is that these three issues all relate. Those who have given up on institutional religion often do so because they find ‘church’ politically and practically irrelevant. We are neither of those things, and this year will give us a fresh opportunity to walk our talk as socially relevant people of faith. Committing clearly and courageously to all whose daily lives we can impact is the most direct path forward. The coming 500<sup>th</sup> Anniversary of the Reformation gives us a opportunity to share our joy.

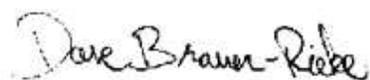
As you gather and pray around your ministry for the coming year I would ask the following:

1. Engage in celebration around the 500<sup>th</sup> Anniversary of the Reformation. I have written a series of bulletin inserts for your use, ([oregonsynod.org/500](http://oregonsynod.org/500)) and Augsburg fortress has wonderful resources as well. We are finding ways to give thanks together.
2. Send thoughtful leaders to our May 5-7, 2017 500<sup>th</sup> Anniversary Synod Assembly in Portland - individuals who will eagerly engage in conversation and bring our work back to you. We want you present. We want you active in shaping the future of our church, and we want everybody at the table. (Send Youth Voting Members, too!!)
3. Give generously of your time and treasures. We fell (possibly significantly) behind Mission Support this year and I know there are pressing needs in your local community and congregation as well. The Mission Support you give us this coming year goes 41% to the national church, another 10% to ministries outside of Oregon, with the remaining supporting the synod's operating budget. Above and beyond this, though, over \$350,000 in the form of New Beginnings grants, Health and Wellness grants, Ethnic ministry support, Transformational Leadership Initiatives, and New Ministries support will go directly to you in 2017. This money comes from synodical endowments and churchwide sources. I thank you, our national church organization, and the courage of your Synod Council. We are investing heavily in our future!
4. Consider becoming an ELCA AMMPARO Welcoming Congregation to help protect the rights and wellbeing of Latino Immigrant children and their families. The Synod voted to become a "Sanctuary Synod" in 2016 and requested resources for engaging this work. AMMPARO is a good place to start! [www.elca.org/en/Our-Work/Publicly-Engaged-Church/AMMPARO](http://www.elca.org/en/Our-Work/Publicly-Engaged-Church/AMMPARO)

I am excited about the work we are doing together. I share your concern in changing social and financial times, but rest in the words of our Risen Lord, "Fear not!" The Grace of God, which we embrace so boldly as Lutheran Christians, is given to us so that we might risk the new and resist the temptation of the temporary.

You are called – you, uniquely and by name - to be a part of God's great, gifted, unfolding of the Kingdom. Here there is room for all. And, living in the hope of the feast of life yet to come, we are bold to confess our faith, welcome the stranger, serve our neighbor, and embrace ventures of which we cannot see the ending, by paths as yet untrodden.

Keep the Faith!



Bp. Dave Brauer-Rieke  
Oregon Synod - ELCA

## Reports on 2016 Activities

### Staff Parish Relations Committee

Staff Parish Relations Committee (SPRC) focused on two of its essential roles this past year. First, we updated our Safe Sanctuaries policy so that it made sense for our current situation and evaluated how it relates to groups using the FISH community room. We also provided training and background checks for a number of people who work with our children and youth.

Secondly, we supported our pastor and his family by facilitating Pastor David's family leave this past summer. SPRC would like to thank the entire congregation for their support during this time. Many persons contributed to the summer worship series and to countless ministry tasks behind the scenes. We share in the King family's joy and appreciate the blessing of the addition of Kaylah and Kiahla to their family and our congregation.

It has been a privilege to serve our congregation and staff this past year. Special thanks to George Bentz, Debby Chenoweth, Rick McBee, Cindy Murahashi, Doug Swanson, and Rev. David King.

Gigi Siekkinen

### Choir

Choir continues to meet every Thursday at 6:00. The group is so amazing in their faithfulness and should be thanked profusely. We sing some challenging music and this group of fast learners continue to rise to the occasions.

We rearranged our performing schedule plan to sing the 2nd and 4th Sundays, which worked well except for the months with 5 Sundays so we need to keep the schedule maker informed Sunday by Sunday. We added a new Soprano in Lesley Bartlett which helps give us a higher range needed for some anthems. We would welcome anyone else who would like to join us. We have plenty of music and strong people on all the parts.

Marv Turner

### Bell Choir

We've had another wonderful year as a bell choir, filled with fellowship and fun and a little hard work thrown in for good measure. The added component of weekly scripture reflection and prayer time has brought us even closer together as a group.

I want to thank all the dedicated ringers who participated this year, and also thank the congregation. It is a pleasure to play for such a gracious and generous group of people who recognize the hard work put in by all the ringers and who are very understanding if we need a "do-over" so everyone can fully appreciate a song. Unfortunately, due to scheduling conflicts, we were not able to play any events beyond worship services, but hope to continue these outside events in the future.

There are still two opportunities to hear the bell choir in worship this year, in February (if the weather permits us to get any practices in) and on Easter Sunday. After Easter, I will be taking a break as director of the bell choir. Anyone interested in directing, please contact me.

Linda Boris

## Youth Group

The youth group has been meeting faithfully most every Sunday night in 2016. We've studying our way through the biblical narrative with the *Echo the Story* curriculum from Sparkhouse. We've been having fun together with activities like disc golf, bowling, and candy-making. We've made cookies for shut-ins and love gifts for the St. Luke's Lutheran confirmation retreat our church hosted. We made a special trip to Portland to hear Christian rapper, Agape, perform. Most important, we have been sharing about our struggles and our joys, about how it is with our souls, and holding one another in prayer.

This coming year we are looking ahead to an emerging new cooperative youth ministry with other GEM churches. We will also be beginning fundraising for the ELCA Youth Gathering, which will happen in the summer of 2018 in Houston.

Pastor David King

Garden – Susan Randolph has reported that volunteers contributed over 982 hours to help grow and harvest 2,131 pounds of fresh produce for FISH. She did outstanding work recruiting and shepherding the volunteers from throughout the community including Master Gardeners, Rockford Grange. OSU Extension Service, Hood River High School, Klahre House, Leos, Wy'east Middle School, Lewis and Clark Montessori, St Luke's Middle School, Salem Church group, Providence Hospital, Volunteers in Action, Unitarians, and of course members of Spirit of Grace. One of the highlights this year was the construction of 2 sculptures funded completely by a local community "Big Art" grant designed with the help of middle school students. The art serves as a pollinator attractor with nesting material for pollinating insects. A compost system has been set up and an organic no till plan has been implemented. In September Susan hosted a "crop talk" in the garden attended by 25 members of the public. Susan has also been attending monthly meetings of the Oregon Food Security Coalition. Spirit of Grace has signed

## FISH

The congregation continues to support FISH through monthly food collections on the 4<sup>th</sup> Sunday of the month, through financial contributions and through volunteering in a multitude of ways. Bette Lou Yenne serves on the FISH board and Kathy Terry coordinates the food distribution schedule for our congregation. Alan Yenne, Craig Terry, and Dave Radley work throughout each week on food deliveries, sorting, and hundreds of other details to support the operation of the food bank.

The FISH meeting room has become a major asset to community non-profit groups particularly those who support food insecurity, nutrition, and wellness. OSU Extension, One Community Health, SNAP program, Oregon Food Security Coalition, yoga classes, Helping Hands Against Violence, Oregon Community Foundation and other use the room an average of 3-4 days a week. The church has used the room for special meetings and hosted the United Methodist General Conference Bishops' spouses lunch May 9.

## Women's Ministries

**The Women's Spirituality Group** gathers on the first Saturday of the month to study the book An Altar in the World, by Barbra Brown Taylor. In 2017 they will be studying The Story of Ruth, by Joan Chittister. The group has also started a prayer chain.

In March a women's retreat was held at Mt Angel, Oregon. This will be the last retreat at that location since the monastery will no longer be hosting such groups.

The annual yard sale was held August 13<sup>th</sup> to help raise money for various women's ministry activities.

### **Happy Hands**

2016 was a good year for looking for ways to help the homeless as a group. Our latest project has been preparing materials and making mats for the homeless out of plastic bags. These mats help put a barrier between them and the ground. It is a small help but greatly appreciated.

We have continued our other crafts and have had two successful bazaars. Funds from the bazaars have gone to help areas of world need as well as needs within our own community.

Happy Hands meets every Monday from 9 to 11. All are welcome. There is always a way to pitch in and help, even if it is just with good conversation and time shared.

### **Quilters**

The WELCA quilters were quite busy in 2016 making quilts for Lutheran World relief. In May they managed to have 131 quilts shipped to LWR. Sally and Bob Havig provided the transportation and delivered the quilts to the LWR quilt pick-up area in Portland. There are about seven women who meet at the church every first and third Wednesday of each month to tie and do the finishing sewing on each quilt.

Most of the quilt tops are sewn by Rose Crown and Sally Havig. Our Wednesday sessions are spent assembling the quilts with the backing, inner batting and quilt top and then tying the quilts with yarn to hold the quilt pieces together. Roberta Schweller and Sally Havig do the finishing machine sewing around the edges of the quilts.

Our group was saddened to learn of the death of Lois Sharkey. She was a Hood River community member who was an owner of a Hood River fabric store and was also a quilt maker. She believed in our LWR quilting project and would often stop by the church on our quilting days with several beautifully made quilt tops to donate to the cause. She was such a kind, gentle, sweet, generous and caring person. Sally Havig pieced the quilt tops that we put together for our church youth who graduated from high school in 2016.

The WELCA quilters welcome anyone who is interested in quilting to join us on our quilting Wednesday's.

Dottie Gilbertson

## 2016 Financial Reports

### Edward Jones Accounts:

1. Irv Johnson Scholarship Fund: The fund currently has a balance of \$8911.00 as of the end of November 2016. Three scholarships of \$500.00 each have been given out to graduating high school seniors who are members of our congregation. They are Claire Anderson, Emelia Gendreau and Sidra Matthias. Scholarships will again be offered in 2017 as graduating seniors apply from our church.
2. John Duckwall Social Justice Endowment: The fund currently has a balance of \$87,612.00 as of the end of November 2016. No funds have been withdrawn from this account in 2016. In 2017 contributions to Social Justice are anticipated as interest will have again accrued to a substantial amount.
3. Capital Outlay Fund from sale of old Asbury Church building: The fund currently has a balance of \$264,750.00 as of the end of November 2016. During the 2016 year money from the fund was used to pay for the rebuilding of the parsonage fence and the new shower, the moving of the church bell from the old Asbury church site to Spirit of Grace, and for the construction of the new Spirit of Grace sign. In 2017, this fund will cover capital expenditures for the church sanctuary, office building, and grounds.
4. The General Operations Program Fund currently has a balance of \$12,959.00 which will be transferred into the Spirit of Grace general fund in 2017.

	A	B	C	D
1	<b>2017 Board Approved Budget</b>	<b>End Yr. Est. 2016</b>	<b>Budget for 2017</b>	<b>Variance</b>
2				
3	<b>GENERAL FUND</b>			
4				
5	<b>Regular General Fund Receipts</b>	Budget 2016 was 146,600		
6	Regular Offering + Vanco	\$ 123,500	\$ 127,900	\$ 4,400
7	Grants and Special Fund Raising		\$ 10,000	
8	Thrivent Choice			\$ -
9	<b>Total Regular General Fund Receipts</b>	<b>\$ 123,500</b>	<b>\$ 137,900</b>	<b>\$ 14,400</b>
10				
11	<b>Misc. Other General Fund Receipts</b>			
12	Rent from FISH(\$1.00) + solar rebates	\$ 518	\$ 600	\$ 82
13	Bank refunds	\$ 203	\$ -	\$ (203)
14	Evangelism + Special Events	\$ 830	\$ 1,000	\$ 170
15	<b>Total Misc. GF receipts</b>	<b>\$ 1,551</b>	<b>\$ 1,600</b>	<b>\$ 49</b>
16				
17	<b>Mission Project General Fund Receipts</b>			
18	Local Mission work	\$ 1,670	\$ 2,000	\$ (330)
19	World Mission/Luth World Rel/UMCOR/+	\$ 2,190	\$ 1,500	\$ 690
20	Church Group- Studies	\$ 119	\$ 250	\$ (131)
21	Spirit of Grace Women Activities	\$ 1,444	\$ 1,500	\$ (56)
22	Memorials	\$ 490	\$ 500	\$ (10)
23	Special Projects	\$ 50	\$ 100	\$ (50)
24	<b>Total Missional receipts to General F.</b>	<b>\$ 5,963</b>	<b>\$ 5,850</b>	<b>\$ 113</b>
25				
26	<b>GRAND TOTAL GENERAL FUND RECEIPTS</b>	<b>\$ 131,014</b>	<b>\$ 145,350</b>	<b>\$ 14,562</b>
27				
28				
29	<b>General Fund Expenditures</b>			
30	<b>Building and Grounds</b>			
31	FISH Building Maintenance	\$ 2,239	\$ 2,000	\$ (239)
32	Miscellaneous Sanctuary Maintenance	\$ 500	\$ 600	\$ 100
33	Miscellaneous Office Maintenance	\$ 299	\$ 300	\$ 1

	A	B	C	D
1	<b>2017 Board Approved Budget</b>	<b>End Yr. Est. 2016</b>	<b>Budget for 2017</b>	<b>Variance</b>
34	Janitorial Services Sanct. + Office	\$ 2,525	\$ 2,600	\$ 75
35	Parsonage	\$ -	\$ 500	\$ 500
36	Build & Grounds alarm/utility inspect.	\$ 161	\$ 180	\$ 19
37	Grounds work	\$ 575	\$ 600	\$ 25
38	Miscellaneous Capital Expense	\$ 349	\$ -	\$ -
39	<b>Subtotal Buildings and Grounds</b>	<b>\$ 6,648</b>	<b>\$ 6,780</b>	<b>\$ 481</b>
40				
41	<b>Education and conferences</b>			
42	Convocations and Conventions	\$ 683	\$ 700	\$ 17
43	Congregation continuing Ed. + training	\$ 1,001	\$ 1,000	\$ (1)
44	General Ed. (Adult + child) Sunday Sch.	\$ 487	\$ 500	\$ 13
45	Subscriptions (mags., books, )	\$ 382	\$ 400	\$ 18
46	Youth	\$ -	\$ 100	\$ 100
47	<b>Subtotal Education</b>	<b>\$ 2,553</b>	<b>\$ 2,700</b>	<b>\$ 147</b>
48				
49	<b>Local Mission &amp; Outreach Expense</b>			
50	Advertising	\$ 506	\$ 500	\$ (6)
51	General Local Mission	\$ 695	\$ 700	\$ 5
52	Reception ministry	\$ -	\$ 200	\$ 200
53	Quilting	\$ 859	\$ 550	\$ (309)
54	Coffee Hour	\$ 216	\$ 225	\$ 9
55	Evangelism + Special Events	\$ 925	\$ 1,000	\$ 75
56	FISH food bank	\$ 407	in #51	\$ -
57	Church Garden	\$ 936	\$ -	\$ (936)
58	<b>Subtotal Local Mission and Outreach</b>	<b>\$ 4,544</b>	<b>\$ 3,175</b>	<b>\$ (962)</b>
59				
60	<b>Worship and Music</b>			
61	Altar supplies	\$ 225	\$ 250	\$ 25
62	Copyright permissions music/bells/organ	\$ 607	\$ 500	\$ (107)
63	Guest and Supply pastors	\$ 1,200	\$ 1,200	\$ -
64	Organ/Piano maintenance	\$ -	\$ 500	\$ 500
65	<b>Subtotal Worship + Music</b>	<b>\$ 2,032</b>	<b>\$ 2,450</b>	<b>\$ 418</b>
66				

	A	B	C	D
1	2017 Board Approved Budget	End Yr. Est. 2016	Budget for 2017	Variance
67	<b>Personnel</b>			
68	Pastor Salary	\$ 45,000	\$ 48,500	\$ 3,500
69	Pastor Professional Expenses	\$ 3,500	\$ 3,500	\$ -
70	Pastor transportation	\$ 465	\$ 500	\$ 35
71	Clergy Retirement CRSP	\$ 8,493	\$ 7,910	\$ (583)
72	CPP comp protect. Plan	\$ 1,861	\$ 1,947	\$ 86
73	Health Flex Pastor	\$ 15,000	\$ 15,000	\$ -
74	Pastor Dependent health addition	\$ 200	\$ 200	\$ -
75	Office Manager	\$ 8,000	\$ 14,300	\$ 6,300
76	Parish Assistant	\$ 1,850	\$ 2,340	\$ 490
77	Volunteer Garden Coordinator	\$ 9,559	\$ 9,000	\$ (559)
78	Tax	\$ 4,125	\$ 4,500	\$ 375
79	Workman compensation	\$ 927	\$ 1,000	\$ 73
80	Comp. Life and Disability	\$ 1,861	\$ -	\$ (1,861)
81	Lay staff continuing education	\$ -	\$ 250	\$ 250
82	<b>Subtotal Personnel</b>	<b>\$ 100,841</b>	<b>\$ 108,947</b>	<b>\$ 8,106</b>
83				
84	<b>Administration</b>			
85	Banking fees	\$ 28	\$ 50	\$ 22
86	Electricity	\$ 3,494	\$ 3,600	\$ 106
87	Building/contents Insurance	\$ 6,593	\$ 6,800	\$ 207
88	Volunteer/staff Background checks	\$ 165	\$ 165	\$ -
89	Business Licenses and fees	\$ 100	\$ 100	\$ -
90	Natural Gas	\$ 922	\$ 950	\$ 28
91	Office Equipment and Copier Lease	\$ 568	\$ 600	\$ 32
92	Office supplies	\$ 2,228	\$ 2,300	\$ 72
93	Postage	\$ 411	\$ 425	\$ 14
94	Snow Removal	\$ -	\$ 200	\$ 200
95	Software for computers	\$ -	\$ 200	\$ 200
96	Telephone/internet services	\$ 2,460	\$ 2,550	\$ 90
97	Irrigation water	\$ 350	\$ 360	\$ 10
98	Potable water	\$ 390	\$ 400	\$ 10
99	New Office computer	\$ -	\$ 900	\$ 900

	A	B	C	D
1	<b>2017 Board Approved Budget</b>	<b>End Yr. Est. 2016</b>	<b>Budget for 2017</b>	<b>Variance</b>
100	<b>Subtotal Administration</b>	\$ 17,709	\$ 19,600	\$ 1,891
101				
102	<b>World Mission Expenditure</b>			
103	Lutheran World Relief	\$ 507	\$ 500	\$ 7
104	UMCOR	\$ 641	\$ 500	\$ 141
105	Other Missional Support	\$ -	\$ -	\$ -
106	<b>ELCA &amp; UMC Apportionments **</b>	\$ 12,420	\$ 12,700	\$ 280
107	<b>Subtotal world Mission/Outreach</b>	\$ 13,567	\$ 13,700	\$ 427
108	<b>** Note Apportionments are assigned as 10% of the Regualr GF Receipts</b>			
109				
110				
111	<b>Grand Total GF Expenditures</b>	\$ 147,894	\$ 157,352	\$ 10,508
112				
113				
114	<b>Capitol Building Projects outside of Budget</b>			
115	<b>Income from Edward Jones Church Sale Fund</b>			NA
116	Capitol Building Fund (Ed. Jones Acct.)	\$ 14,131	<b>To be Decided</b>	<b>NA</b>
117	<b>Total Capitol Projects receipts</b>	\$ 14,131	<b>by building ministry</b>	
118				
119	<b>Designated Capitol Expenditures</b>	\$ -	<b>To be Decided</b>	NA
120	Sanctuary	\$ -	<b>by building ministry</b>	\$ -
121	Office building	\$ -	<b>by building ministry</b>	\$ -
122	Irrigation system	\$ -		\$ (5,870)
123	Parsonage	\$ 5,870	\$ -	\$ (8,261)
124	Special Projects (Bell and Church Sign)	\$ 8,261	\$ -	
125	<b>Total Capitol Expenditures</b>	\$ 14,131	\$ -	\$ (14,131)

## Financial balances Spirit of Grace

January 22, 2016

### Annual Meeting

(Based on statements received to date)

Columbia River Bank Checking Account		<b>\$ 7,566.61</b>
Edward Jones		
Program Funds		<b>\$12,959.00</b>
Church Sale   Managed account		<b>\$264,750.00</b>
<i>(for capital expenses)</i>		
<i>Johnson Scholarship Fund</i>	<i>\$8,911.00</i>	
<i>Duckwall Endowment</i>	<i>\$87,612.00</i>	
<i>These 2 accounts are managed according to the fund criteria and are not to be used for church operating or capital expenses and are therefore not included in the total below.</i>		
Mission Investment Fund		
Demand Account		<b>\$11,747.20</b>
Term Investment CD	closed transferred to Endowment Pooled trust	
US Bank Checking	closed –transferred to Columbia Bank	
Thrivent Money Market		<b>\$1,721.78</b>
ELCA Endowment Pooled Trust		<b>\$53,500.43</b>
	<b>TOTAL</b>	<b>\$352,244.59</b>

1:18 PM

01/17/17

Accrual Basis

**Spirit of Grace**  
**Profit & Loss**  
January through December 2016

Please note that this Profit & Loss statement just came out today. The finance committee and Board have not had a chance to review it yet. We will have more information at the Annual Meeting.

	<u>Jan - Dec 16</u>
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
Benevolence Offerings	
Warming Shelter	468.72
<b>Total Benevolence Offerings</b>	468.72
Church group Religious Study	119.00
Edward Jones Transfer	
Church Maintance	8,100.00
Parsonage Maintenance	6,031.00
<b>Total Edward Jones Transfer</b>	14,131.00
Faith In Action Fund	300.00
Fish Food	781.50
Lutheran World Relief Fund	1,185.00
Mission Offerings	90.00
Regular Offering	122,600.60
Rent Income	1.00
Solar Rebate	418.00
UMCOR	1,005.80
Vol. Coord. Grnds Wrk w/fish	862.50
<b>Total Income</b>	141,963.12
<b>Expense</b>	
Bank Service Charges	39.20
Benevolence Offerings Expense	
Warming Shelter	468.72
<b>Total Benevolence Offerings Expense</b>	468.72
Church Supplies	626.54
Coffee Hour	211.28
Conferences and Meetings	511.94
Continuing Education	
Member Training	365.00
Continuing Education - Other	902.96
<b>Total Continuing Education</b>	1,267.96
Dues and Subscriptions	483.80
Evangelism and Special Events	777.17
Fish Building	12.00
Fish Food Bank	781.50
Fish Garden Grant	1,465.81
General Education	250.00

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Accrual Basis

**Spirit of Grace**  
**Profit & Loss**  
January through December 2016

	<u>Jan - Dec 16</u>
<b>Insurance Expense</b>	
Workmans Comp	889.63
Insurance Expense - Other	8,511.08
<b>Total Insurance Expense</b>	9,400.71
<b>Janitorial</b>	2,531.93
<b>Licenses &amp; Fees</b>	100.00
<b>Lutheran World Relief</b>	1,185.00
<b>Mission Offerings Expense</b>	90.00
<b>Monthly Apportionments</b>	12,260.06
<b>Office Equipment &amp; Copier</b>	1,270.80
<b>Office Supplies</b>	1,833.46
<b>Outreach</b>	
Advertising and Promotion	637.30
Faith In Action	520.98
Learning-Quilting	1,396.63
<b>Total Outreach</b>	2,554.91
<b>Pastor Expenses</b>	
Books	189.38
Transportation	457.53
<b>Total Pastor Expenses</b>	646.91
<b>Payroll Expenses</b>	
Clergy Retirement	1,100.00
Comprehensive Protection Plan	1,860.96
CRSP Pension Plan	7,560.36
Dependent Health	150.00
Fish Garden Payroll	8,037.15
Health Flex Basic	1,200.00
Health Insurance Premium	15,675.00
Health Premium Cntribution	75.00
Office Manager	8,074.61
Parish Assistant	1,898.51
Pastor Salary	44,621.02
Quarterly Tax	4,507.25
<b>Total Payroll Expenses</b>	94,759.86
<b>Postage and Delivery</b>	449.45
<b>Property Tax</b>	2,582.56
<b>Repairs and Maintenance</b>	
Church Maintenance	13,864.14
Fish Building Maintenance	2,010.28
Parsonage Maintenance	6,400.99
Repairs and Maintenance - Other	480.00
<b>Total Repairs and Maintenance</b>	22,755.41

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Accrual Basis

**Spirit of Grace  
Profit & Loss  
January through December 2016**

	<u>Jan - Dec 16</u>
Spirit of Grace Women Expense	397.17
Telephone Expense	787.31
Transportation	307.84
Umcor Fund	1,005.80
Utilities	
Alarm	80.16
Electricity	3,248.63
Irrigation	402.50
Natural Gas	915.33
Supplies	16.80
Telephone/internet	2,036.94
Water	421.24
Utilities - Other	43.50
Total Utilities	<u>7,165.10</u>
Worship and Music	
Copyright Permission/Music	311.53
General Education	330.07
Guest Pastor	900.00
Sunday School	35.44
Worship Supplies	168.51
Worship and Music - Other	327.95
Total Worship and Music	<u>2,073.50</u>
Total Expense	<u>171,053.70</u>
Net Ordinary Income	-29,090.58
Other Income/Expense	
Other Income	
Church Directory	50.00
Kids for Christ	8.00
Memorial Fund	490.00
Other Income	
Evangelism and Special Events	830.10
Other Income - Other	14,723.58
Total Other Income	<u>15,553.68</u>
Refund	265.45
Spirit of Grace Women	1,444.32
Total Other Income	<u>17,811.45</u>

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Accrual Basis

**Spirit of Grace**  
**Profit & Loss**  
January through December 2016

	<u>Jan - Dec 16</u>
Other Expense	
Other Expense	153.56
Total Other Expense	<u>153.56</u>
Net Other Income	<u>17,657.89</u>
Net Income	<u><u>-11,432.69</u></u>

Spirit of Grace Church, Hood River

Church City & Name

Rev. David King

Pastor Name

Crater Lake

District

2017 OREGON-IDAHO CONFERENCE CLERGY COMPENSATION WORKSHEET

FULL TIME CLERGY - [X] ELDER, [ ] PROVISIONAL, [ ] MOD., [ ] LOCAL PASTOR

VERY IMPORTANT: PLEASE READ THE INSTRUCTIONS TO HELP FILL OUT THIS FORM

[ ]

75%

[ ] Effective Date

[ ] Pastor's Years of Service

If part of a multi-church charge list all churches in charge.

A. CASH COMPENSATION

Cash Salary \$48,500.00 A1

Housing

Parsonage - 25% of Line A1 = \$12,125.00

Housing Allowance in lieu of Parsonage [ ] A2

No Housing [ ] \*A2 housing allowance only

TOTAL CASH COMPENSATION \$48,500.00 A3

C. COMPENSATION ALLOCATION WORKSHEET

Taxable Salary	\$ 35,200.00	C1
UMPIP (403b pre-tax contribution)*	\$ 1,200.00	C2
Flexible Spending Account (MRA/DCA)*	\$ 1,200.00	C3
Family Health Premium	\$ 900.00	C4
Single Health Premium		C5
Utility & Furnishings Allowance (See B3)**	\$ 10,000.00	C6
Cash Salary	\$ 48,500.00	C7
Housing Allowance in Lieu of Parsonage (See B2)**	\$ 0.00	C8
TOTAL COMPENSATION ***	\$ 48,500.00	C9

B. HOUSING AND HOUSING RELATED EXPENSES WORKSHEET\*\*

Parsonage Addition for Benefit Calculation (25% of Line A1) \$12,342.00 B1

Please Enter Monthly Fair Rental Value of Parsonage \$1,500.00

Housing Allowance in Lieu of Parsonage

Annual Rent/Lease OR Pmt on Purchase of Home [ ] B2 (Principal, Interest, Taxes, Insurance - not to exceed Fair rental value)

Utilities & Furnishings Allowance Paid to Clergy (Included in A1 above)

Utilities, Furnishings, Maintenance & Upkeep \$10,000.00 B3

Housing & Housing Related Expenses Worksheet Available Online

D. PLAN COMPENSATION FOR CRSP AND CPP BENEFIT CALCULATION

Cash Salary (A1)	\$ 48,500.00	D1
Housing Allowance or Parsonage addition (B1 or A2)	\$ 12,342.00	D2
TOTAL PLAN COMPENSATION	\$ 60,842.00	D3

E. CLERGY BENEFITS

CRSP Contributions (13% of D3)	\$ 7,909.46	E1
CPP Contributions (3.2% of D3)	\$ 1,946.94	E2
Health Flex Premium (Annual Premium \$15,000)	\$ 15,000.00	E3
Other Benefits (Dental, Vision, etc.)		E4
TOTAL BENEFITS PAID BY CHURCH	\$ 24,856.40	E5

F. OTHER EMPLOYEE EXPENSES

Workers Compensation	\$ 900.00	F1
Oregon Workers Benefit Tax	\$ 411.81	F2
Other - Moving, etc.		F3
TOTAL OTHER EMPLOYEE EXPENSES PAID BY CHURCH	\$ 1,311.81	F4

X. ACCOUNTABLE REIMBURSEMENT PLAN\*

These are administrative costs of local congregation and not part of pastor's compensation

Accountable Reimbursement Worksheet available online

TOTAL BUSINESS & PROFESSIONAL EXPENSES \$3,500.00 X1

The reimbursement rate for use of a personal automobile will be [ ] cents.

S. SUMMARY

Cash Compensation (A3)	\$ 48,500.00	S1
Benefits (E5)	\$ 24,856.40	S2
Other Employee Expenses (F4)	\$ 1,311.81	S3
Business & Professional Expenses (X1)	\$ 3,500.00	S4
TOTAL COST TO LOCAL CHURCH	\$ 78,168.21	S5

[ ]

Church Representative Signature Date

[ ]

District Superintendent Signature Date

[ ]

Pastor Signature Date

# Rediscovering the Way: Becoming a Wesleyan Movement for the 21<sup>st</sup> Century 2016-2020 Columbia District Strategic Plan

## Executive Summary

### What Is Our Vision?

We believe God has a purpose for us! We hope that United Methodists in the Columbia District can become a **contagious Christian catalyst** for

- Robust Christian practices
- Social and critical thinking, and
- Creative solutions.

These habits will deepen and enhance our relationships with God and one another, our connections with our local communities, and our engagement in global concerns.

### Why a Strategic Plan Now?

**Big changes are evident in the Columbia District** – both in the Portland metro area and in the Columbia Gorge. Churches are closing or merging. Some churches are exploring new forms of worship or ministry to try to turn around their decline. If these trends continue, we will not have the financial or leadership resources at the Annual Conference level to sustain our denominational connections by 2025.

### How Will We Move Forward?

**Our goal is to find a way to rediscover our roots.** Christianity and Methodism are powerful Spirit-led movements. Our imperative is to be open to an as-yet-unknown future where we will once again be significant participants in our communities and assist people in finding spiritual meaning.

None of us knows exactly how our churches will need to change to have a lasting future. We do know that it won't be a focus on raising more money or finding more members – **It will be about our spiritual rediscovery.**

It will take all of us – working in partnership. Rather than a last-ditch attempt to prop up a failing structure - this strategic plan is an invitation to explore new ways to move forward.

**This plan is only a starting place.** Together we will live into the vision outlined in this plan. Each church will engage the goals as they strengthen the mission at work and movement already underway in their community.

If anyone is in Christ, the new creation has come: The old has gone, the new is here!  
- II Corinthians 5:17

# SMART Goals

## 1. Spirituality & Worship

*“In essentials, unity; in non-essentials,  
freedom; and in all things, love.”*  
-- Attributed to John Wesley

Spirituality and worship were at the heart of the early Christian movement and also of the Methodist movement that swept across England and the United States.

In the Columbia District we need to reclaim lives of “vital piety” (spiritual practices that help us tend to life with God and with each other) that lead us to “social holiness”.

Simply put - **Changed lives make for a changed world.**

The Christian life of discipleship is more than an hour on a Sunday morning spent in worship. We need to reclaim Wesley’s understanding of “Christian conferencing” as a primary means of grace. Meeting with one another in small groups mid-week for support and accountability is just as important as prayer and Holy Communion. We must rediscover “bearing each other’s burdens” and “watching over one another in love” in and beyond Sunday worship.

The changes we are looking for are:

- Deeper commitment to life with God and each other
- Tangible ways to grow in personal and social holiness
- Common practices that shape our lives together

Spirit-filled worship will flow from our mid-week communal life together. Clear discipleship processes – like inquiry, formation and preparation - will lead others and us closer to God and each other.

We operate in a culture once more where lived Christianity is not the norm, but rather the exception. This is the moment to explore our contemporary context as it relates to the early Christian and Methodist movements. Together we can build a clear process for “making disciples of Jesus Christ” who are Wesleyan in their practice of “vital piety” and “social holiness.”

### Goals

- A. **Churches self-select to learn the logic of discipleship patterned in the early church (“catechumenate”) – assisting those from outside the church to become fully integrated into a life of faith. Each church creates an initiation process for adults coming into Christian faith. (At least 2 churches annually)** *The D.S. will lead weekend workshops.*
- B. **Churches self-select to study the Wesley class meeting. A process for “watching over one another in love” is developed. (At least 2 churches annually)** *“The Class Meeting” by Kevin Watson will be an essential resource.*
- C. **A District team is formed to provide worship consultations to local churches. (2017)** *The D.S. will train and coordinate this team.*
- D. **Churches self-select to create worship design teams to consider more transformative, spirit-filled worship experiences. New or renewed worship elements and styles are implemented. (At least 2 churches annually)** *These teams could meet across churches to share support and ideas for liturgical seasons. The District Office will offer resources and support communication among churches.*

## 2. Leadership Development

Active lay leadership and “set apart” and “sent” disciples/apostles/lay preachers were at the heart of the early Christian and Methodist movements.

*“Give me 100 preachers who fear nothing but sin and desire nothing but God, and I care not a straw whether they be clergy or lay men [women]; such alone will shake the gates of hell and set up the kingdom of heaven on Earth.”*  
-John Wesley

We need strong partnerships between licensed/ordained pastors and lay leadership in every local church. Presently, many of our churches reflect the belief that ministry is primarily the work of paid professionals rather than the call of everyone within the congregation.

**Ministry is the work of us all.** As a result, we need empowered, trained and equipped laity. We need clergy partnered and supported in ministry. We need alternatives to formal seminary education, and even forms of immersion learning for clergy and laity. The result will be communities alive with strong spiritual leadership, and clear opportunities for leadership development and deployment both inside and outside of the local church.

### Goals

- A. **A District Lay Leadership team is developed to explore and recommend models for Leadership Development (2016-2017). At least one specific District model for lay leadership development is created and rolled-out (2017-2018).** *The District Lay Leader will organize and coordinate this team.*
- B. **Alternatives to seminary and post-seminary pastoral leadership development are explored. An implementation plan using various models is developed and rolled-out. (2017-2020)** *A District Pastoral Leadership Team will research models such as Missional Wisdom “Launch and Lead” Cohorts, QuadW summer internships, yearlong ministry residencies, and 2-week youth academy.*
- C. **“Going Deeper” retreats for clergy (2016-2020) and for laity (2017-2020) are held annually to reflect on our faith in order to make practical applications to our personal lives and church communities. These immersion retreats will deepen understanding of our theological foundations.** *The two District Leadership Teams will organize and the District Office will coordinate.*

### 3. Connection – United Methodist, Interfaith, World

Part of the genius of early Methodism is “connectionalism,” namely that we are stronger together than we are apart.

We are not a collection of isolated churches operating wholly independent of each other, but rather **we are an interconnected web of strength and support for each other**, knit together in common mission and ministry.

We must understand ourselves as a distinct region (Portland and the Gorge) that shares resources (human and otherwise) and works toward creative solutions for living out tangible ways of being connected.

Can we be connected by more than apportionments and appointments? If we can, then we must find meaningful ways to be an interconnected web of strength and support.

We must transcend the “rugged individualism” of our silo-settings for ministry and die to possessive/territorial approaches to our resources.

Can we commit to living together as a connection rather than dying alone as separate local churches? If we can, then we must take a broader and more collective look at community/neighborhood assets and resources.

We must explore cooperative ministries and collaboration. We need to commit to new and innovative expressions of intentional Christian community including house churches, new-start faith communities and residential missional houses. We need to explore partnership with ecumenical groups and secular organizations that mutually strengthen our common causes.

Can we embrace fewer, but healthier, local churches and/or cooperative ministries? If

we can, then we must consolidate resources across the District so that places of vital ministry can flourish.

In this way, we will embrace and embody John Wesley’s dream of the connection for the people called Methodists.

*“Do all the good you can, in all the ways you can, in all the places you can, at all the times you can, by all the means you can, to all the people you can, as long as ever you can.”*  
- John Wesley

#### Goals

- A. Neighborhood Discovery Teams are created to do neighborhood-community-local church assessments of ministry contexts to develop profiles for future potential ministries (2016-2017). Two neighborhood contexts are profiled. (Beginning with Woodlawn in 2016) A model to train local teams to do similar assessment processes is developed (2017-2018). Funding is secured for Rev. Bill Gates to lead and train others.**
- B. Churches self-select to assess their strengths and current potential for ministry through “Discovering the Possibilities” workshops. (At least 2 churches annually) Experienced trainers will lead workshops.**
- C. Alternative patterns for connectional ministry models like multi-site ministry and cooperative ministry (e.g. UM Ministries of Salem-Keizer, neo-cooperative parish) are discovered (2016-2017). Two alternative connectional ministry models are realized. (Pilot in 2017-2018). The D.S. will offer resources and assist with making connections as needed.**

## **4. Community Engagement**

**We believe that by working together we have the power to change our churches and our communities for the better.**

Service and local advocacy were primary components of the early Wesleyan movement. Wesley's Second "General Rule" exhorted community involvement to **"do good of every possible sort."**

Through Wesley's tenet of **"watching over one another in love,"** early Methodists practiced social holiness and noticed when their neighbors went without food, shelter, or help. Methodists were early advocates against slavery and child labor, and were pioneers in developing a Social Creed (now the Social Principles). Since the 1968 merger, advocacy has focused on the "big picture", with the effect of dwindling changes at the local level.

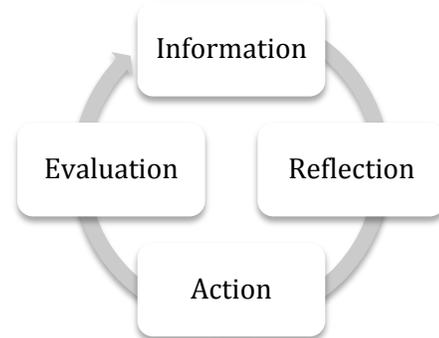
We can reclaim the power of the "parish" by seeking stronger, intentional connections between the people "in" the church and those "outside" the church. Presently, we often act as if we believed service "inside" the church matters more than service "outside" the church.

We have inspiring examples of ministry in our District. University Park UMC is building affordable housing. Capitol Hill UMC sold their property to Habitat for Humanity. The community team stewarding the former Sunnyside UMC buildings is considering options for affordable housing and shared ministries of service.

Our church members can be our most effective "community connectors" to **extend the scope of ministry**

**beyond church walls to the community—to the parish.**

Churches have been using community organizing practices for decades. A central organizing practice is the cycle of "praxis".



Organizing is relational – people share their life stories with one another. This creates bonds across differences and also highlights shared interests for social change.

### **Goals**

- A. Churches self-select to learn about the transportable skills of community organizing. (At least 2 churches annually) *The D.S. will identify resources to secure trainers.***
- B. Churches self-select to work with "coaches" in community organizing to build relationships and secure strategic results. (Piloted with 2 churches in 2017-2020) *The D.S. will identify resources to secure coaches.***
- C. Local church assets and resources (from both closed and functioning congregations) are used to address the affordable housing crisis and other critical community issues. (At least 3 projects in 2016-2020) *The D.S. will offer resources and assist to make connections as needed.***